

**LETTER OF AGREEMENT
BETWEEN
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS Local #18
AND
CLARK COUNTY, NEVADA**

The parties mutually agree to the following changes to the collective bargaining agreement to achieve cost savings.

1. Effective July 1, 2020, there will be no increase to the salary plan covering scheduled employees in Appendix A.
2. The parties agree to delay the previously negotiated July 1, 2020, 2.25% across the board wage increase until July 1, 2021. The 2.25% increase will be awarded effective July 1, 2021 with no retroactivity.
3. Extend the current collective bargaining agreement and terms of this letter of agreement to June 30, 2023. The following shall remain in effect as written in accordance with NRS Chapter 288, the Union and the County agree that prior to the third (3rd) and fourth (4th) year of this agreement, Article 3 paragraph 1 may be reopened, at the request of either the Union or the County, to determine if a salary increase will be awarded. Such request shall be provided to the other party no later than February 1, 2021 in year three (3) of the agreement and no later than February 1, 2022 in year four (4) of the agreement.
4. This paragraph replaces Article 5 paragraph #1: An employee who is requested by a supervisor or manager and agrees, either verbally or in writing, on a temporary basis, to perform the full duties and responsibilities of a higher classification for more than one (1) full work shift shall be paid as indicated in Section 2 below. A bargaining unit employee cannot assign another bargaining unit employee to perform higher classification work, unless that employee is acting in the capacity of a supervisor pursuant to this Article.